



STATE OF CONNECTICUT

DEPARTMENT OF AGRICULTURE
OFFICE OF THE COMMISSIONER



F. Philip Prelli
Commissioner

SEXUAL HARASSMENT POLICY STATEMENT

Tel: (860) 713-2500
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All personnel of the Department of Agriculture (DOAG) have the responsibility for maintaining high standards of honesty, integrity, impartiality, and conduct to assure proper performance and maintenance of public trust. Sexual harassment violates these standards, especially with regard to principles of equal opportunity. Specific acts of such misconduct will result in the severest of disciplinary action that can be taken.

Acts of sexual harassment are illegal and prohibited by Title VII of the Civil Rights Act of 1964, as amended, and Connecticut General Statutes 46a-60 as a discriminatory practice.

As the Commissioner of the Department of Agriculture, I will under no circumstances tolerate any incidents of this type of behavior. Specifically, any supervisors who use implicit or explicit sexual behavior to control influence, or affect the career, pay or job of an employee is engaging in sexual harassment. Similarly, any employee who makes deliberate or repeated offensive verbal comments, gestures, or physical contact of a sexual nature in the work environment is also engaging in sexual harassment.

Sexual harassment is a form of sex discrimination, which is prohibited under both Connecticut and federal law. The term "sexual harassment" means any unwelcome sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature where:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment;
 - Submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting the person; or
- Such conduct is so severe or pervasive that it unreasonably interferes with a person's work performance or creates an intimidating, hostile, or offensive working environment.

The offender or the victim of harassment may be either a man or a woman. Also, harassment can involve people of the same or the opposite sex.

Sexual harassment can include verbal abuse, such as sexual insults, lewd or suggestive comments, or unwelcome jokes of a sexual nature; sexually suggestive objects, sexually explicit posters, calendars, photographs, cartoons, drawings, or other explicit materials.

Individuals who are sexually harassed by supervisors, co-workers, or peers should make it clear that such behavior is offensive. If for any reason you do not wish to confront the offender directly or if confrontation does not successfully end the harassment, you should immediately report the harassment to any one of the following people:

- Your supervisor or manager;
- The Affirmative Action Officer (Alicia Nunez), Tel. (860) 713-5317; or the Personnel Officer 2 (Diana McKenney), Tel. (860) 713-5306.

In addition to the above, anyone who believes he/she has been subjected to sexual harassment may file a formal complaint with the Commission on Human Rights and Opportunities. Complaints filed with Human Resources and Affirmative Action must follow the Department's Complaint Procedure guidelines. Those who choose to file their complaint with the Commission on Human Rights and Opportunities must do so within 180 days of the date when the alleged sexual harassment occurred. The address and telephone is:

Connecticut Commission on Human Rights and Opportunities (CHRO)
21 Grand Street, 4th Floor
Hartford, CT 06106
(860) 541-3400
(800) 477-5737
TDD (860) 541-3459

Sexual harassment is totally unacceptable conduct; it undermines the integrity of the employment relationship, debilitates morale, and interferes with the work productivity of the organization.

As Commissioner of the Department of Agriculture, I shall expect every manager and supervisor to ensure that any instance of sexual harassment is dealt with swiftly, fairly, and effectively. All substantiated complaints will result in the strongest disciplinary action available to the Department.

9/6/06
Date


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